

**U.S. EQUAL OPPORTUNITY COMMISSION**

**NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)**

To: **Mr. Kurt A. Williams**  
**22061 E. Estrella Rd**  
**Queen Creek, AZ 85142**

From: **Phoenix District Office**  
**3300 North Central Avenue, Suite 690**  
**Phoenix, AZ 85012**

EEOC Charge No.  
**540-2023-00214**

EEOC Representative  
**PATRICIA MINER,**  
Supervisory Investigator

Telephone No.  
**602-661-0040**

*(See also the additional information enclosed with this form.)*

**NOTICE TO THE PERSON AGGRIEVED:**

**Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), or the Genetic Information Nondiscrimination Act (GINA):** This is your Notice of Right to Sue, issued under Title VII, the ADA or GINA based on the above-numbered charge. It has been issued at your request. Your lawsuit under Title VII, the ADA or GINA **must be filed in a federal or state court WITHIN 90 DAYS of your receipt of this notice;** or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

More than 180 days have passed since the filing of this charge.

The EEOC is terminating its processing of this charge.

**Equal Pay Act (EPA):** You already have the right to sue under the EPA (filing an EEOC charge is not required.) EPA suits must be brought in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission

  
Nancy Stienko  
Acting District Director

11/01/2023

Enclosures(s)

cc: **Robert Peak**  
**United Integrated Services USA Corp**  
**140 W. Pinnacle Peak Rd**  
**Phoenix, AZ 85027**

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**428 E THUNDERBIRD RD PMB 541**  
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